



Strategic Plan

FY2024-FY2026

**Approved by the North Brunswick Public Library Board of Trustees
July 19, 2023**

MISSION, VISION & VALUES

MISSION STATEMENT

To inspire and empower the community to learn, create, connect and succeed.

VISION STATEMENT

The North Brunswick Public Library will fulfill the diverse educational, cultural and social needs of the community through superior service, quality resources and a welcoming environment.

CORE VALUES

We value equal access to information.

We provide resources that meet the needs and desires of our community.

We respect diverse viewpoints and individual differences.

We endeavor to let integrity and respect direct all interactions.

We protect the public's right to privacy.

We strive for fiscal responsibility.

STRATEGIC GOALS

GOAL 1: Accessibility & Inclusion

Make the library's facilities, resources, programs, and services completely accessible to all residents of the community and promote an atmosphere of inclusion for all

GOAL 2: Safety & Security

Safeguard the well-being of the library's patrons and staff and protect the library's facilities, equipment, and resources from loss and damage

GOAL 3: Sustainability & Resilience

Improve the library's facilities and operations to be environmentally sustainable and resilient in the face of emergencies and disasters both natural and man-made

GOAL 1: Accessibility & Inclusion

Make the library's facilities, resources, programs, and services completely accessible to all residents of the community and promote an atmosphere of inclusion for all

Strategic Initiatives

- Facilities
 - Replace all existing doorknobs in the facility with ADA compliant doorknobs
 - Install a ramp at the building's rear entrance
 - Install multi-lingual signage that is legible to the visually challenged
 - Install an ADA compliant gender-neutral bathroom

- Resources
 - Build vital physical collections that support the cultural and language needs of a diverse population
 - Redesign the library's website to be fully accessible, interactive, and user-friendly
 - Relabel all materials that have faded or damaged spine labels to be legible to the visually challenged
 - Respace and lower the library's materials shelving to be more accessible and to let more light into the stacks

- Programs
 - Provide programming that reflects the diverse cultural and language preferences of the public
 - Develop an assessment system to better evaluate the programs we offer to the public

- Services
 - Install pick up lockers for the public to allow 24-hour access to their holds
 - Train staff on equity, diversity and inclusion

- Review and update all policies and procedures to ensure that they are not barriers to the library providing superior service and meeting community needs
 - Investigate the offering of reference services via chat and text message
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GOAL 2: Safety & Security

Safeguard the well-being of the library's patrons and staff and protect the library's facilities, equipment, and resources from loss and damage

Strategic Initiatives

- Facilities
 - Install an ADA compliant fire alarm
 - Repair the library's pavement, curbs, and sidewalks
 - Install an alarm system on the library's automatic front doors
 - Update the library's emergency lighting system
 - Repair and/or replace the two emergency exits doors and alarms
 - Replace ceiling tiles that pose a risk to the public's safety
 - Obtain the appropriate safety and first aid equipment including an AED, Narcan, and a comprehensive first aid kit
 - Install doors between the staff workroom and the public areas of the library
 - Renovate the public bathrooms to be safer, more welcoming, and modern
- Operations
 - Have staff trained on basic life saving techniques and the usage of the library's safety and emergency equipment
 - Review and update all policies and procedures to ensure that they address the safety needs of the public and staff, as well as, the security needs of the facilities
 - Perform a threat assessment of the library's facilities and resources

GOAL 3: Sustainability & Resilience

Improve the library's facilities and operations to be environmentally sustainable and resilient in the face of emergencies and disasters both natural and man-made

Strategic Initiatives

- Facilities
 - Complete the LED lighting conversion project (95% complete)
 - Purchase, install, and use environmentally preferable materials, furniture and fixtures
 - Install car charging stations in the library's parking lot
 - Explore the option of installing solar power on the library's building and/or grounds
 - Install personal device charging lockers for the use of the public
 - Install hot air hand dryers in all bathrooms to eliminate the use of paper towels

- New or expanded library building
 - Establish a new library building or an expansion of the current building that would provide the features and space needed to meet the community's needs

- Operations
 - Have an energy audit of the facilities performed
 - Optimize operational and maintenance practices to enhance the sustainability and resiliency of the library
 - Purchase and use environmentally preferable maintenance and office products and supplies
 - Develop an emergency/continuity of operations plan
 - Have a backup generator installed
 - Partner with organizations that have mutual sustainability and resilience goals for a coordinated response to support the community